Campus Improvement Plan

Alvord High School – Alvord Independent School District

2026-2027

It is the purpose or mission of the Alvord Independent School District to provide a safe environment and a sound educational program for all students allowing them to develop to their full potential intellectually, physically, and socially in order to become responsible citizens and contributing members of society. Inherent within this purpose and mission is the belief that all students can learn and that the school, the home, and the community can make a difference in the lives of its students.

Working Together for Excellence in Education

Nondiscrimination Notice

Alvord Middle School does not discriminate on the basis of race, color, national origin, sex, or disability in providing educational services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and Section 504 of the Rehabilitation Act of 1973; as amended.

Alvord High School Site-Based Decision Making Committee

Name	Position on Committee
Gaby Vo	Paraprofessional
Joseph Kirkman	ELA Teacher
Charlie Mann	Director of Technology
Rachael Eckeberger	Science Teacher
Catherine Kelly	Counselor
Brandy Callaway	Administrator
Lauren Renfro	Parent
Karri Bennington	CTE Teacher

THE STATE OF TEXAS PUBLIC EDUCATION MISSION AND ACADEMIC GOALS

The mission of the public education system of this state is to ensure that all Texas children have access to a quality education that enables them to achieve their potential and fully participate now and the future in the social, economic, and education opportunities of our state and nation. That mission is grounded on the conviction that a general diffusion of knowledge is essential for the welfare of this state and for the preservation of the liberties and rights of citizens. It is further grounded on the conviction that a successful public education system is directly related to a strong, dedicated, and supportive family; and that parental involvement in the school is essential for the maximum educational achievement of a child.

THE STATE OF TEXAS PUBLIC EDUCATION GOALS

GOAL #1: The student in the public education system will demonstrate exemplary performance in the reading and writing of the English language.
GOAL #2: The students in the public education system will demonstrate exemplary performance in the understanding of mathematics.
GOAL #3: The students in the public education system will demonstrate exemplary performance in the understanding of science.
GOAL #4: The students in the public education system will demonstrate exemplary performance in the understanding of social studies.

THE STATE OF TEXAS PUBLIC EDUCATION OBJECTIVES

Objective #1: Parents will be full partners with educators in the education of their children.
Objective #2: Students will be encouraged and challenged to meet their full educational potential.
Objective #3: Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma.
Objective #4: A well-balanced and appropriate curriculum will be provided to all students.
Objective #5: Qualified and highly effective personnel will be recruited, developed, and retained.
Objective #6: The state's students will demonstrate exemplary performance in the comparison to national and international standards.
Objective #7: School campuses will maintain a safe and disciplined environment conducive to student learning.
Objective #8: Educators will keep abreast of the development of creative and innovative techniques as appropriate to improve student learning.
Objective #9: Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration.

Every Student Succeeds Act (ESSA)

Highlights:

• States would still have to test students in reading and math in grades 3–8 and once in high school, and break out the data for whole schools, plus different subgroups of students (English-learners, students in special education, racial minorities, those in poverty).

• States get wide discretion in setting goals, figuring out just what to hold schools and districts accountable and deciding how to intervene in low-performing schools. While tests still have to be a part of state accountability systems, states must incorporate other factors that take into account students' opportunity to learn, like school climate, teacher engagement or access to and success in advanced coursework.

• Combines 50 programs, some that have not been funded in years, into one block grant.

• The authority of the U.S. Secretary of Education is also limited, especially when it comes to interfering with state decision-making on testing, standards and school turnarounds.

• ESSA keeps in place maintenance of effort (MOE), with some new flexibility for states.

• ESSA is only "authorized" for four more years, as opposed to the typical five. That gives lawmakers a chance to revisit the policy under the next president. Its overall authorization funding levels are largely consistent with the most recent budget deal.

Accountability:

States would still have to submit accountability plans to the Education Department (ED). These new ESSA plans would start in the 2017–18 school year. States can pick their own goals, both long- and short- term goals. These goals must address: proficiency on tests, English-language proficiency, graduation rates, and closing gaps in achievement.

GOAL 1:
Provide a rigorous curriculum with high academic standards for students at all grade levels.
Objective 1: 90% or more of 9th, 10th and 11th grade students and 90% or more of each subgroup will attain a minimum proficiency or better on all state assessments for the 2026-27 school year.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Formative/ Summative
1. Use student performance data to make instructional decisions.	Principal Teachers Inclusion Staff	Local Title IIA	August to May	Improvement in benchmarks and state assessment results
2. Maintain and improve the Response to Intervention (RTI) plan to increase achievement for all students	Principal Teachers Inclusion Staff	Local	August to May	RTI Plan maintained and improved STAAR Results
3. Provide a variety of tutorial settings other than the traditional classroom setting for students at risk of failing core subject areas and/or difficulty mastering any state standard.	Principal Teachers	Local	August To May	Achievement on report cards and STAAR assessments Bulldog Time and Friday Academy
4. Provide access to web-based instructional programs to reinforce instruction. (ie: IXL, Khan Academy)	Principal Teachers	Local	August to May	State assessment results Report Card results

GOAL 1:
Provide a rigorous curriculum with high academic standards for students at all grade levels.
Objective 1: 90% or more of 6th, 7th, and 8th grade students and 90% or more of each subgroup will attain a minimum proficiency or better on all state assessments for the 2026-27 school year.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Formative/ Summative
6. Maintain the use of Eduphoria's AWARE to disaggregate student performance data.	Principal Teachers	Local	August to May	Report Cards State assessment results
7. Provide differentiated instruction in the core areas to prepare all students to score at the advanced level on the STAAR tests.	Principal Teachers Inclusion Staff	Local	August to May	AEIS Reports AYP Reports PBMAS Reports

GOAL 1:
Provide a rigorous curriculum with high academic standards for students at all grade levels.
Objective 2: 90% or more of Special Education & Section 504 students and 90% or more of each subgroup will attain a minimum proficiency or better on state assessments at levels established by the ARD/504/LPAC/GT Committee for the 2026-27 school year.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Formative/ Summative
1. Inclusion of Special Education students in the	Principal Counselor	Local	August to May	Campus Master Schedule Student Schedules

regular education classroom setting.				
2. Identify and provide services for students who are eligible under Section 504 including dyslexia or a related service.	Principal, Counselor Teaching Staff Dyslexia Staff	Local, State Federal	August to May	List of students served Student 504 Plans
3. Identify and provide ESL services for all LEP qualified students	Principal, Counselor Teaching Staff	Local, State Federal	August to May	List of students served LPAC Records
4. Identify and serve all students qualified and accepted into the Gifted and Talented Identification Program	Principal, Counselor Teaching Staff G/T Staff	Local, State	August to May	List of students served G/T Records
5. Provide training to staff on SPED/ARD/Section 504/ESOL/GT policy and procedures	Principal Counselor	Local State Compensatory	August	Training Schedules Certificates of

GOAL 2:
Student Attendance will meet or exceed the 94% state standard for attendance. The dropout rate will meet the state standard of 1% or less for the 2026-27 school year.
Objective 1:
Increase the student attendance rate to a minimum of 97% and maintain the student dropout rate of zero.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Formative/ Summative

1. Continue phone calls to parents of each student that is absent.	Administrative Assistant Principal	Administrative Asst.	Daily	Attendance Records
2. Begin to provide Friday Academy/Summer School make-up time for students with excessive absences and tardies.	Principal Administrative Assistant Teachers	Local	Scheduled as necessary each semester	Attendance Reports Friday Academy Reports
3. Continue the Attendance Incentive Plan to increase student daily attendance. (i.e.,Volleyball tournaments; field day)	Principal	Local	August to May	Attendance Records Attendance Incentives

GOAL 3:
AHS will provide opportunities to enhance instruction through more effective staff development.
Objective 1:
Strengthen the ability of teachers and administrators to improve learning opportunities and achievement for all students.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Formative/ Summative

1. Continue to send appropriate staff to curriculum and assessment training as needed.	Principal	Title IIA	August to May	Certificate Hours
2. Provide additional training of Eduphoria's AWARE data analysis and other tools to assist teachers in appropriate planning for student success.	Principal Technology Director	Local Title IIA	On-going	Calendar of training events
3. Continue training staff on anti-bullying programs.	Counselor	Local	August to May	Sign-in Sheets Decrease in disciplinary actions

GOAL 4:
Integrate available technological tools throughout the curriculum to maximize the effectiveness of classroom instruction and increase student mastery of the Texas Essential Knowledge and Skills (TEKS).
Objective 1:
Enhance technology experience for staff and students, updating technology as quickly and efficiently as possible.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Formative/ Summative
1. Develop technology training sessions for parents in the use of Parent Portal, etc.	Principal Teachers	Local	August to May	Calendar of Session Events
2. Training for teachers in ClassWize; Teacher Websites; Interactive Smartboards	Principal Director of Technology Teachers	Local	August to May	Calendar of Session Events
3. Training for teachers in Chromebook software/applications.	Principal Director of Technology Teachers	Local	August to May	Calendar of Session Events

GOAL 5:
Provide a safe, drug free environment conducive to student achievement.
Objective 1: Investigate, establish, and promote programs to ensure the safety of students and staff.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Formative/ Summative
1. Continue to search for and provide anti-bullying programs on a regular basis.	Counselor	Local	August to May	Decrease in disciplinary records related to bullying

2. Provide drug awareness programs on a regular basis.	Counselor	Local	August to May	Zero-percent drug-related incidents.
3. Continue to participate during Red Ribbon Week to encourage a drug-free lifestyle.	Counselor	Local	August to May	List of Programs Reduced discipline referrals
4. Continue Leadership electives	Principal Teachers	Local	August to May	Master Schedule Lesson Plans
5. Use of canine drug/weapon detection services to enhance a safe learning environment.	Principal	Local	August to May	Incident Reports
6. Provide methods for reporting bullying, abuse or criminal activity (ie: Stay-Alert; SRO, Crime Stoppers)	Principal Counselor	Local	August to May	Incident Reports

GOAL 7:
Build strong partnerships between AHS, parents and the community.
Objective 1:
Increase communication with parents and community members that will impact students' success at AHS.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Formative/ Summative
1. Continue to enhance school/parent communication through a variety of ways—teacher websites, AHS/District websites, Parent Square	Principal Staff	Local	August to May	Websites, Callouts, etc. Schedules, Parent Square
2. Continue events that involve both students and parents: Back-to School	Principal Teachers Community members	Local	August to May	List of events

Orientation, Veteran's Day Assembly, dances, pep rallies, UIL and EOY Student Awards, Bulldog Mania & Hoopla				
3. Advertise monthly calendar of events through various media and weekly newsletters(i.e. web site, progress reports, report cards, etc.)	Principal Administrative Assistant Staff	Local	Monthly	Calendars published , Parent Square
4. Increase direct communication between staff and parents regarding their children's assignments, academics, and social skills.	Principal Staff	Local	August to May	Survey results

GOAL 8:
Highly effective staff will be recruited and retained to maintain a quality education and to comply with ESSA requirements.
Objective 1:
Enhance the educational value of the campus by seeking and retaining the most highly effective staff.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Formative/ Summative
1. Conduct recruitment activities to ensure highly effective personnel in all positions. Activities will include participating in job fairs, posting vacancies in multiple sites/organizations and maintaining active webpage.	Principal	Local Title II-A	June to May	# of positions posted # of applications completed # of visits on the web-page counter
2. Improve collaboration among existing and new staff members to create a positive working environment.	Principal Staff	Local Title II-A	August to May	Staff survey results
3. Analyze data from all teachers' certifications, testing, staff development, and service records	Principal	Local Title II-A	August	Personnel files Professional Dev. Records

to ensure that all meet highly effective status and have proper certification/endorsements.				Teacher interviews Principal attestations
4. Assist teachers in maintaining or attaining certification through alternative programs, GT certification, ESL certification, coursework, and TExES testing in order to assure all staff is highly qualified	Principal	Local Title II-A	August to May	# of teachers in ACP's Professional Dev. Records
5. Analyze data from paraprofessionals' files to ensure all instructional aides are highly effective.	Principal	Local Title II-A	August	Personnel files Professional Dev. Records Principal attestations

District Safety Needs Assessment Summary- School Year: 2025-26 & 2026-27

Data Sources Reviewed: Safety Committee Recommendations Multi-Hazard Emergency Operation Plan 2020-2022 School Safety and Security Grant Program Guidelines District Educational Improvement Committee Recommendations District and Campus Improvement Plans			
Area Reviewed	**Summary of Strengths** What were the identified Strengths?	**Summary of Needs** What were the identified Needs?	**Priorities** What are the priorities for the District?

Demographics	• All Staff receive Level 1 Guardian Training annually: Stop the Bleed, Active Shooter and Situational Awareness • Level 3 Guardian Program with trained staff to carry weapons on school property • Door locking systems • Updated Video Camera Monitoring Systems • Fencing around Elementary school • Perimeter fencing @ AMS	• Perimeter Security Fencing around the Middle and High School • Vehicle Barriers at the High School & Middle School Entrances and the Elementary • Campus Wide Active Shooter Alarm Systems that will alert all campuses at the same time of an active shooter situation. • Replace cameras on all campuses that are cloudy due to weather	• Campus Wide Active Shooter Alarm Systems